



"Linkage between Morale, Welfare and Recreation (MWR) Programs and Mission"

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MWR Programs and Their Effect on Readiness and Retention



Previous Research

- *MWR Programs and Readiness Links: 1995 and 2003 Update* (Caliber Associates)
 - Specified a conceptual model of MWR – Readiness relationships based on findings from civilian and military literature
 - Identified possible links (direct and indirect) between MWR usage and readiness dimensions
 - Limitations:
 - The generalizability of the links identified was questionable
 - Few studies provided empirical support for the links
- *Challenge: to conduct rigorous reliable studies on robust databases*



In-Depth Analysis

Purpose:

- (1) To determine if statistical significance exists between “MWR usage” and:
 - Desire to stay in Army
 - Unit teamwork/esprit de corps
 - Career issues
 - Satisfaction with Quality of Army Life
- (2) If so, measure the strength (effect size) of the associations

Data Source:

Spring 2005 Sample Survey of Military Personnel (SSMP)



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Effect Size:

Standards

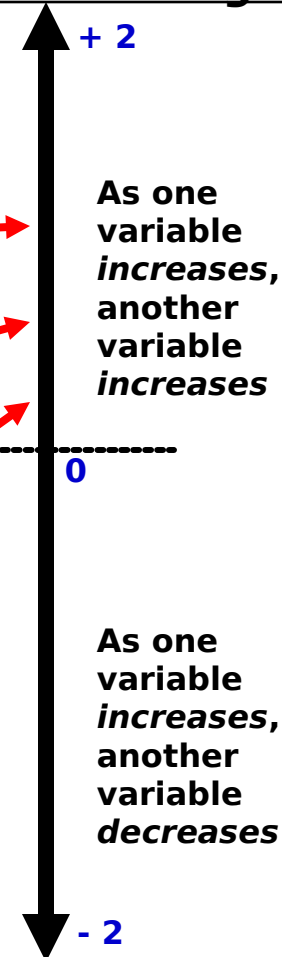
Levels of Effect Size (Practical /Clinical)	Variable Relationship	Effect Size Range -2 to +2 (Can be positive or negative)
Ability to apply Large*	Spouse's support for Soldier remaining in Army & Soldier's intent	.90
Practically/clinically significant Medium*	Helpfulness of FAC during the last deployment and desire for soldier to stay in Army	.45
Educationally significant Small	Satisfaction with the PX and desire to remain in the Army	.15

Any effect size is important.

***Effect size shows us the strength of the
relationship between two statistically
significant variables.***

*Cohen (1988) Author of the Effect Size Scale

Effect Size Range

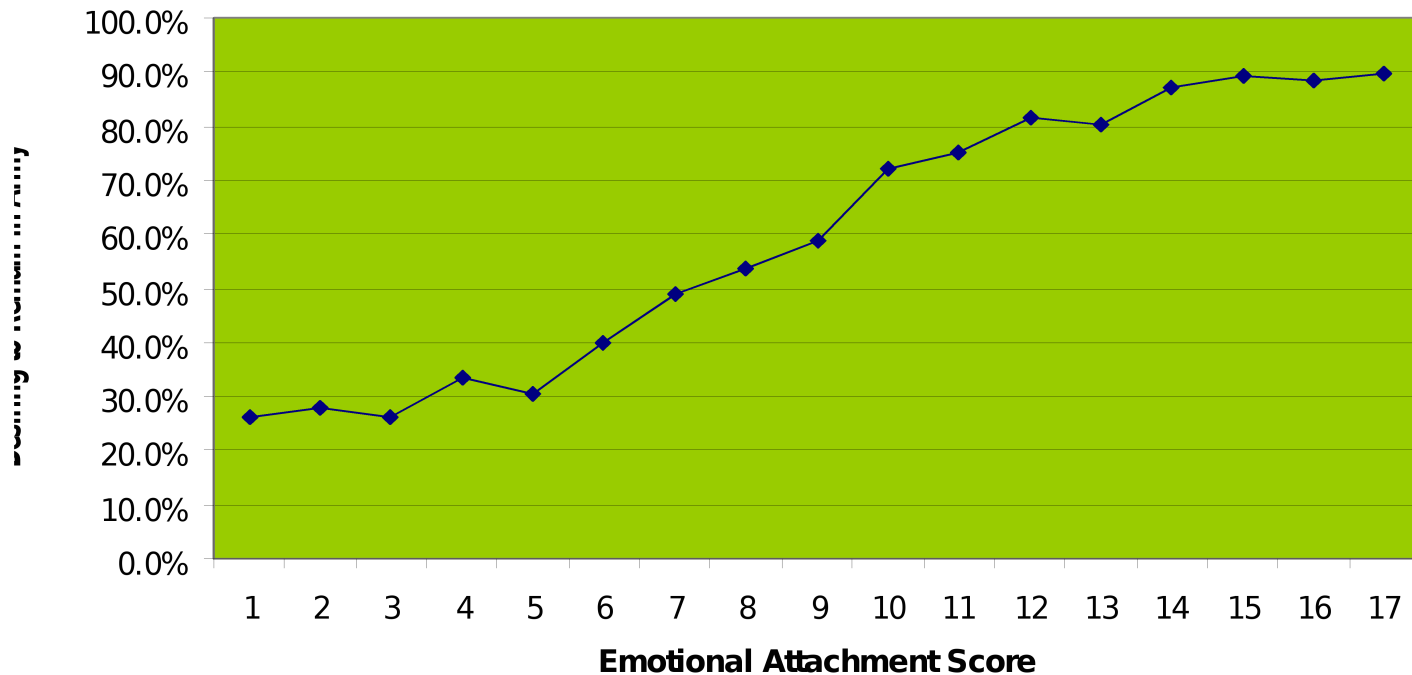




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Emotional Attachment (EA) to Army and

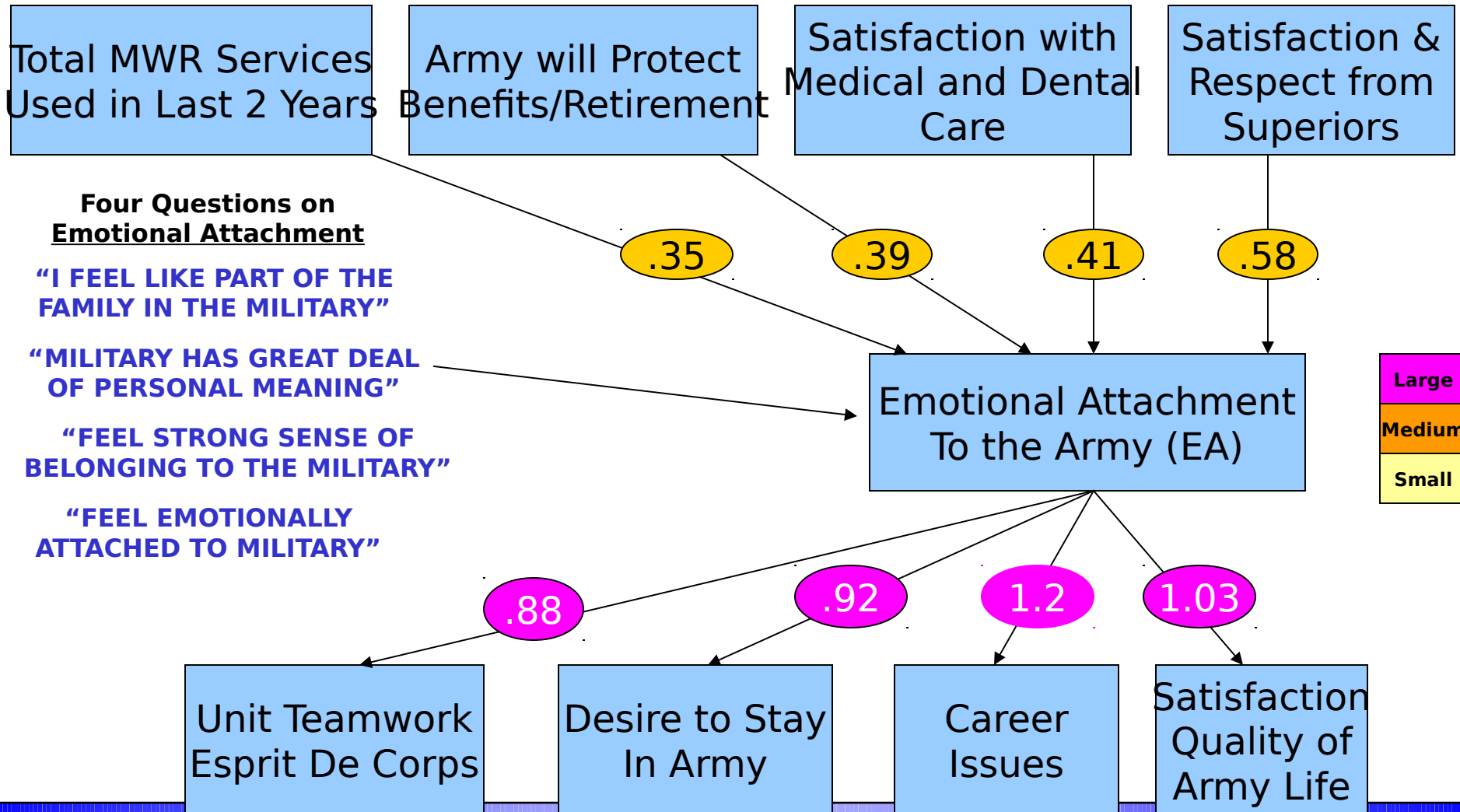
- The desire to stay in the Army increases as emotional attachment to the Army increases. (Effect Size = .93) (SSMP)
- **Usage of MWR has a strong positive impact on emotional attachment which has a positive effect on retention**





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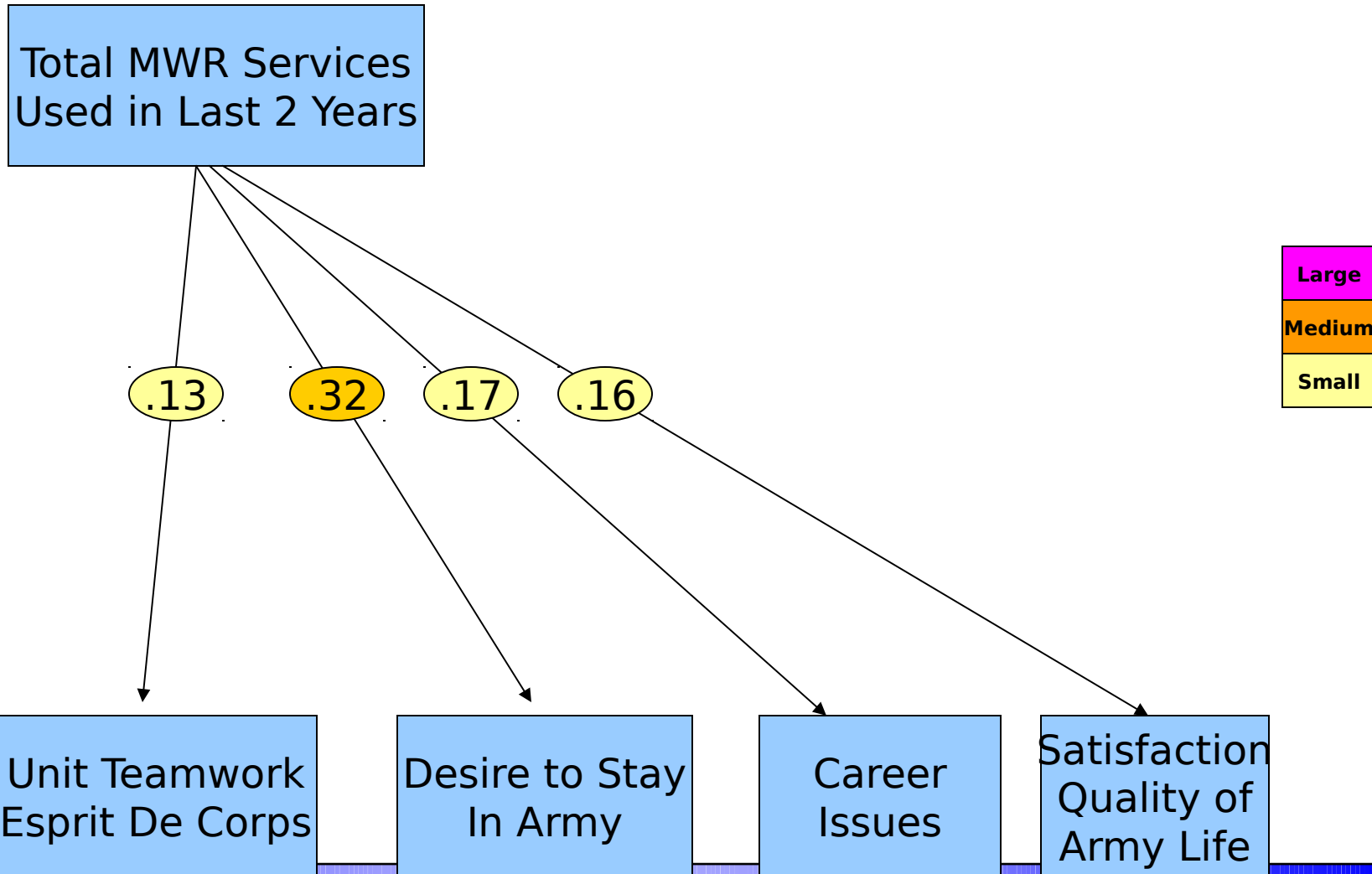
Direct and Indirect Impacts of MWR Usage





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Direct and Indirect Impacts of MWR Usage

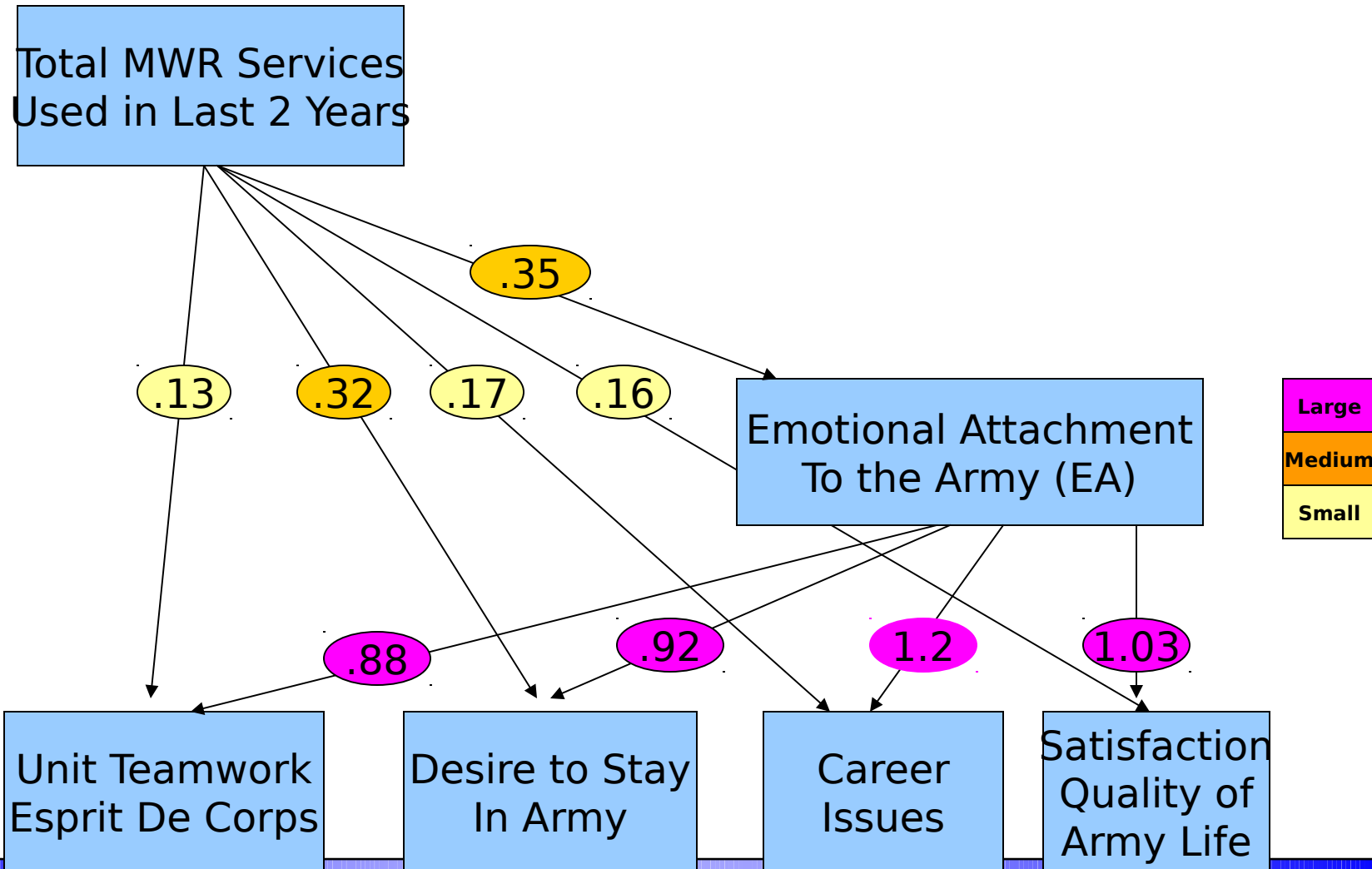


Large
Medium
Small



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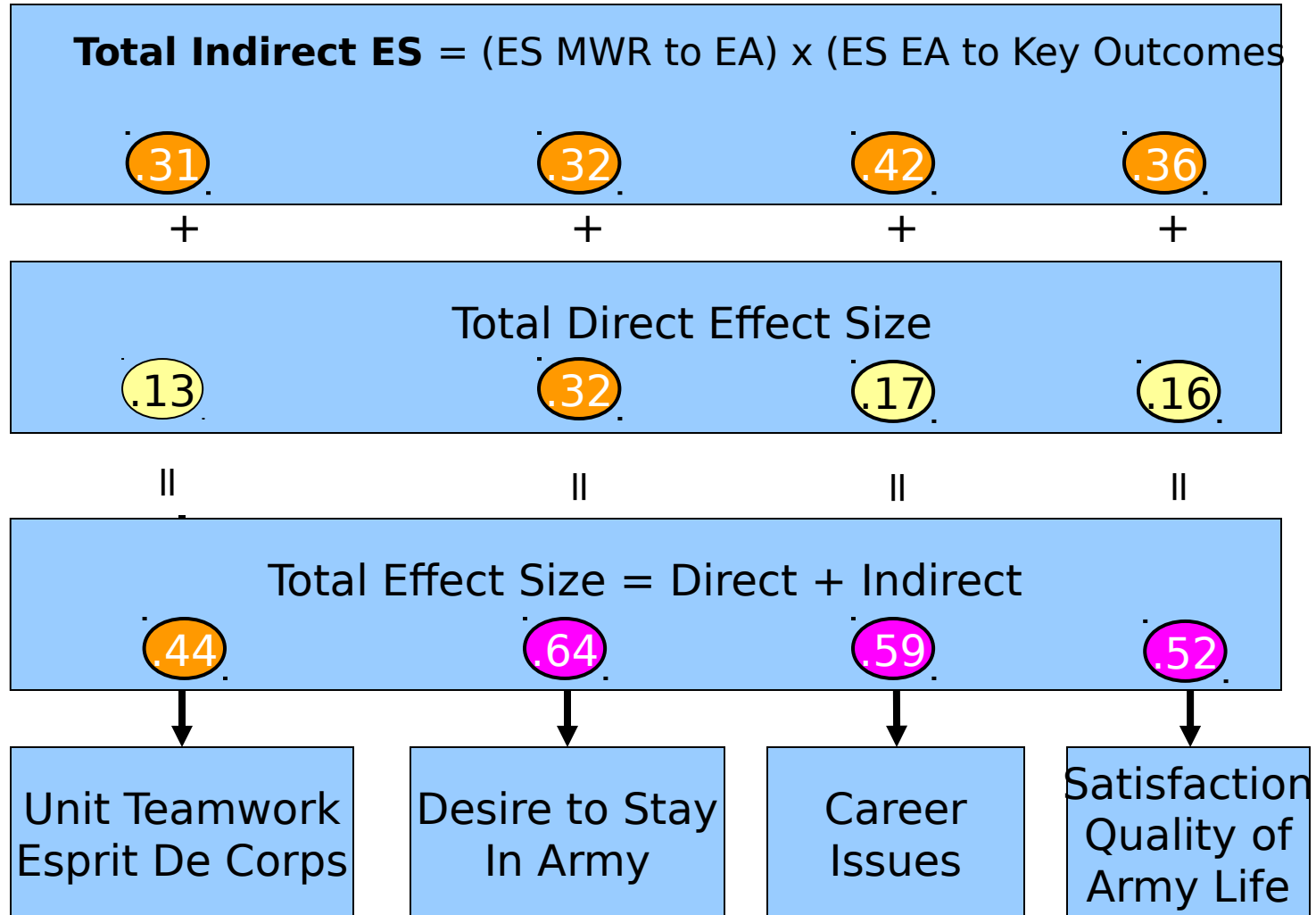
Direct and Indirect Impacts of MWR Usage





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Total Effect Sizes (ES) of MWR Usage





Conclusions

- **For Soldiers, usage of MWR programs/services has:**
 - (1) A statistically significant relationship and a positive direct and an indirect impact on:
 - Desire to stay in Army
 - Unit teamwork/esprit de corps
 - Career issues
 - Satisfaction with Quality of Army Life
 - (2) Impressive effect sizes for emotional attachment to the Army and key outcome measures.
- **Increased usage of MWR strengthens the effect size on emotional attachment to the Army which has a large effect size on the Soldier's desire to stay in the Army**



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Way Ahead - FY 07 1-2 Qtrs.

Additional analyses will be conducted to:

- Replicate and further validate these findings using the *2004/5 Survey of Army Families V (SAF V)* and *2005 Army Leisure Needs Survey (LNS)*
- Evaluate the direct, as well as indirect, effects of MWR usage on key variables (e.g., retention, morale, satisfaction with Army life, family adjustment to the demands of Army life, and other key outcome variables)
- Include variables that have more precision in measuring the usage of MWR services rather than just "have used in last 2 years"
- Study *subgroups* of MWR services such and leisure time activities, youth services, ACS, etc and their impact on various outcome variables



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Way Ahead - FY 07 3rd Qtr.

- Analysis will also be conducted to determine if MWR usage and effect size varies based on:
 - Rank of soldier
 - Living on- or off- post
 - Marital status
 - Soldier/spouse ethnicity
 - Being located in CONUS/OCONUS
 - Deployment status of Soldier
 - Gender of the Soldier/spouse